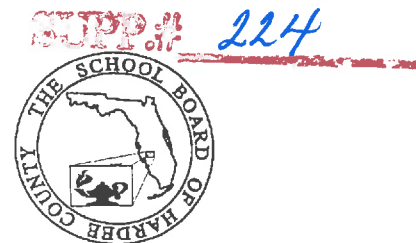


Hardee County School Board Agenda Analysis



22.01

Author:

Greg Harrelson, Finance Director

Date:

March 17, 2019

Subject:

Amend Grandfathered Salary Schedule for 2018-19

Background Information:

On February 14, 2019, District and Union representatives tentatively agreed to salary and bonus issues for Educational Support Professionals (ESPs) in 2018-19. ESPs voted from February 21 through March 1, 2019 and 78% voted in favor. On March 5th, the Board approved ESP salary, bonus and contract changes for 2018-19.

Direct deposits and payroll checks on March 8th included bonuses, new step, salary schedule amounts and adjustments for ESP primary jobs retroactive to July 1, 2018. On March 29th, adjustments for bus trips will be retroactive to July 1, 2018.

Changes to the Grandfathered Salary Schedule for 2018-19 include the following:

- Bonus information for ESP ranks 51- 107
- All steps for ranks 67 classroom tutor and 74 custodian are at least \$10 per hour
- Culinary Arts Club supplement was formerly AVID Club supplement (Sr. High)
- Superintendent and Board Member pay to match Legislative formula
- Wellness bonuses to match wellness incentive committee changes
- Definition of part-time employees
- Insurance premiums and contributions reflect Aetna premiums effective October 1, 2018

The Grandfathered Salary Schedule for 2018-19 is 27 pages long; it is available for review with Ms. McCray.

Administrative Consideration:

State Board of Education Rule 6A-1.052. Each school board shall annually adopt a schedule for employees of the district school system. The schedule shall be the sole instrument used in determining the compensation for employees of the board.

Fiscal Impact:

Approximately \$111,577 for ESP pay, bonus and benefit increases from the General Fund 900

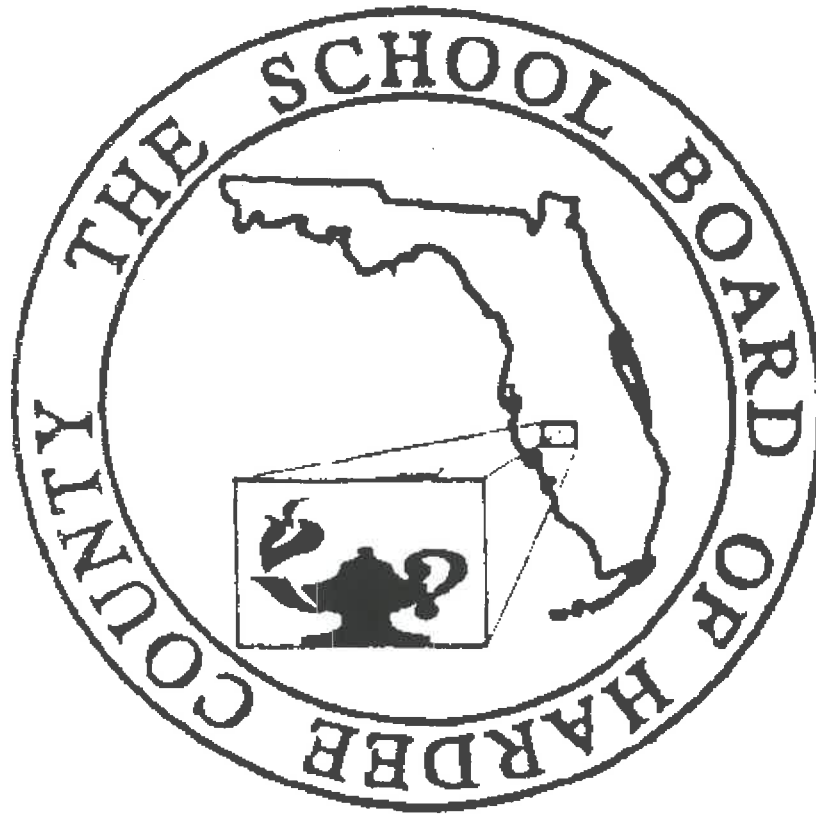
Proposed Recommendation to School Board:

Recommend approval of the amended Grandfathered Salary Schedule for 2018-19.

Action Required:

Action Agenda ☒

BOARD ACTION
3/21/19
Approved



FY 2018-19

Hardee County School Board

"Grandfathered" **Salary Schedule**

Revised 3/21/2019

BOARD ACTION

3/21/19

Approved

**Hardee County School Board
Salary Schedule
FY 2018-19**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
1	1.5103	\$94,562	\$200	\$0
2	1.4746	\$92,327	\$200	\$0
3	1.3998	\$87,644	\$200	\$0
4	1.3349	\$83,580	\$200	\$0
5	1.3349	\$83,580	\$200	\$0
6	1.2212	\$76,461	\$200	\$0
7	1.1562	\$72,391	\$200	\$0
8	1.1400	\$71,377	\$200	\$0
9	1.1237	\$70,357	\$200	\$0
10	1.1237	\$70,357	\$200	\$0
11	1.0654	\$66,706	\$200	\$0
12	1.0071	\$63,056	\$200	\$0

Supplements (paid semi-monthly)	
Master's degree	\$3,362
Specialist degree	\$3,780
Doctorate degree	\$4,199

Administrative pay schedule indexed to pay grade 13, step 29 plus Master's degree supplement

PAY RANK 1 DEPUTY SUPERINTENDENT (12 months, 260 days, 8 hours per day)

PAY RANK 2 SENIOR HIGH SCHOOL PRINCIPAL (12 months, 260 days, 8 hours per day)

PAY RANK 3 JUNIOR HIGH SCHOOL PRINCIPAL (12 months, 260 days, 8 hours per day)

PAY RANK 4 ELEMENTARY SCHOOL PRINCIPAL (12 months, 260 days, 8 hours per day)

PAY RANK 5 DIRECTOR (12 months, 260 days, 8 hours per day)

PAY RANK 6 ASSISTANT DIRECTOR (12 months, 260 days, 8 hours per day)

PAY RANK 7 SENIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 8 JUNIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 9 ELEMENTARY ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 10 DIRECTOR III (11 months, 223 days, 8 hours per day)

PAY RANK 11 ASSOCIATE DIRECTOR (11 months, 223 days, 8 hours per day)

*PAY RANK 12 COORDINATOR OF MAINTENANCE, FOOD SERVICE, INSTRUCTIONAL TECHNOLOGY
(12 months, 260 days, 8 hours per day)*

BONUS

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Hardee County School Board
Salary Schedule
FY 2018-19

STEP	RANK
0	13
1	
2	
3	
4	\$41,000
5	\$41,500
6	\$42,000
7	\$42,750
8	\$43,500
9	\$44,250
10	\$45,000
11	\$45,750
12	\$46,500
13	\$47,250
14	\$48,000
15	\$48,750
16	\$49,500
17	\$50,250
18	\$51,000
19	\$51,750
20	\$52,500
21	\$53,250
22	\$54,000
23	\$54,750
24	\$55,500
25	\$56,250
26	\$57,000
27	\$57,750
28	\$58,500
29	\$59,250
30	\$60,000

indexed to rank 13 step 10

<u>Supplements (paid semi-monthly)</u>		
Vocational agriculture teacher- Sr. High	0.0974	\$4,383
Vocational agriculture teacher- Jr. High	0.0487	\$2,192
Guidance counselor	0.0553	\$2,489
Speech therapist	0.0931	\$4,190
Occupational therapist	0.0931	\$4,190
Annex teacher (certified TMH/PMH)	0.1106	\$4,977
Master's degree	0.0747	\$3,362
Specialist degree	0.0840	\$3,780
Doctorate degree	0.0933	\$4,199

<u>Additions to rank 13 for longer work year or day</u>		
11 month, 223 days, 7.5 hours per day- additional		13.78%
10 month, 196 days, 8 hours per day- additional		6.67%
<i>Note: additions are applied to rank 13 pay, not to supplements</i>		

PAY RANK 13 INSTRUCTIONAL STAFF BACHELORS DEGREE (10 months, 196 days, 7.5 hours per day)

Sr. High guidance counselors, school psychologists, and other designated instructional positions are 11 month, 223 days, 7.5 hours per day.

Deans are 10 month, 196 days, 8 hours per day

BONUS

BENEFITS:

- 1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.
- 2) **FLORIDA RETIREMENT SYSTEM**
- 3) **SOCIAL SECURITY**
- 4) **SICK LEAVE:** According to Board Policy
- 5) **VACATION LEAVE:** According to Board Policy

Hardee County School Board
Salary Schedule
FY 2018-19

STEP	RANK 50	RANK 51	RANK 52	RANK 53	RANK 54
		\$32,511	\$31,273	\$28,002	\$21,739
1		\$33,655	\$32,370	\$29,035	\$22,464
2		\$34,492	\$33,172	\$29,801	\$22,987
3		\$35,311	\$33,955	\$30,587	\$23,473
4		\$36,180	\$34,787	\$31,388	\$24,027
5		\$37,015	\$35,587	\$32,148	\$24,582
6		\$37,883	\$36,418	\$32,949	\$25,138
7		\$38,716	\$37,216	\$33,712	\$25,660
8		\$39,481	\$37,946	\$34,474	\$26,213
9		\$40,283	\$38,710	\$35,306	\$26,734
10		\$41,117	\$39,507	\$36,104	\$27,257
11		\$41,915	\$40,269	\$36,870	\$27,810
12		\$42,750	\$41,068	\$37,667	\$28,331
13		\$43,552	\$41,834	\$38,465	\$28,886
14		\$44,348	\$42,594	\$39,229	\$29,443
15		\$45,183	\$43,393	\$40,026	\$29,961
16		\$46,204	\$44,370	\$40,973	\$30,698
17-19		\$51,732	\$49,674	\$45,860	\$34,326
20-24		\$52,615	\$50,521	\$46,636	\$34,905
25+		\$53,519	\$51,389	\$47,436	\$35,499

PAY RANK 49

PAY RANK 50

PAY RANK 51 ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT (12 months, 260 days, 8 hours per day)

PAY RANK 52 FINANCE SPECIALIST -- PAYROLL SPECIALIST - RECORDS RETENTION SPECIALIST
 (12 months, 260 days, 8 hours per day)

PAY RANK 53 COORDINATOR/ DATA PROCESSING (12 month, 260 days, 8 hours per day)

PAY RANK 54 DISTRICT SECRETARY (12 months, 260 days, 8 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

	RANK 55	RANK 56	RANK 57	RANK 58	RANK 59	RANK 60
STEP						
	\$24,597	\$19,324	\$17,632	\$18,735	\$16,667	\$17,708
1	\$25,350	\$19,949	\$18,210	\$19,352	\$17,159	\$18,229
2	\$25,906	\$20,323	\$18,629	\$19,796	\$17,520	\$18,619
3	\$26,389	\$20,717	\$19,019	\$20,214	\$17,858	\$18,978
4	\$26,909	\$21,175	\$19,463	\$20,687	\$18,249	\$19,393
5	\$27,428	\$21,634	\$19,908	\$21,162	\$18,642	\$19,812
6	\$27,985	\$22,187	\$20,352	\$21,636	\$19,117	\$20,317
7	\$28,505	\$22,742	\$20,769	\$22,083	\$19,591	\$20,824
8	\$29,025	\$23,298	\$21,214	\$22,557	\$20,063	\$21,330
9	\$29,546	\$23,853	\$21,630	\$22,999	\$20,537	\$21,834
10	\$30,101	\$24,407	\$22,048	\$23,449	\$21,013	\$22,342
11	\$30,622	\$24,964	\$22,493	\$23,920	\$21,489	\$22,848
12	\$31,143	\$25,520	\$22,909	\$24,366	\$21,962	\$23,353
13	\$31,667	\$26,073	\$23,357	\$24,841	\$22,435	\$23,860
14	\$32,218	\$26,628	\$23,802	\$25,315	\$22,911	\$24,365
15	\$32,739	\$27,186	\$24,216	\$25,756	\$23,383	\$24,871
16	\$33,406	\$27,930	\$24,805	\$26,386	\$24,022	\$25,553
17-19	\$37,365	\$31,262	\$27,713	\$29,486	\$26,870	\$28,586
20-24	\$37,996	\$31,787	\$28,173	\$29,980	\$27,317	\$29,068
25+	\$38,644	\$32,326	\$28,650	\$30,489	\$27,779	\$29,560

PAY RANK 55 DIRECTOR SECRETARY -- OFFICE MANAGER (12 months, 260 days, 8 hours per day)

PAY RANK 56 SCHOOL BASED SECRETARY (12 months, 260 days, 7.5 hours per day)

PAY RANK 57 DISTRICT SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 58 DISTRICT SECRETARY (11 months, 223 days, 8 hours per day)

PAY RANK 59 SCHOOL BASED SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 60 SCHOOL BASED SECRETARY (11 months, 223 days, 8 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

	RANK 61	RANK 62	RANK 63	RANK 64	RANK 65	RANK 66
STEP						
		\$14,784	\$15,627	\$16,597	\$15,695	\$15,745
1		\$15,211	\$16,136	\$17,138	\$16,156	\$16,230
2		\$15,532	\$16,502	\$17,532	\$16,494	\$16,578
3		\$15,827	\$16,949	\$17,898	\$16,811	\$16,905
4		\$16,172	\$17,239	\$18,314	\$17,178	\$17,251
5		\$16,517	\$17,630	\$18,733	\$17,546	\$17,601
6		\$16,932	\$18,019	\$19,147	\$17,974	\$18,026
7		\$17,350	\$18,389	\$19,541	\$18,433	\$18,450
8		\$17,766	\$18,776	\$19,956	\$18,880	\$18,874
9		\$18,182	\$19,143	\$20,348	\$19,323	\$19,294
10		\$18,601	\$19,510	\$20,737	\$19,768	\$19,717
11		\$19,019	\$19,902	\$21,155	\$20,211	\$20,142
12		\$19,433	\$20,269	\$21,546	\$20,658	\$20,590
13		\$19,850	\$20,659	\$21,964	\$21,060	\$21,036
14		\$20,269	\$21,051	\$22,381	\$21,546	\$21,483
15		\$20,684	\$21,416	\$22,772	\$21,992	\$21,909
16		\$21,244	\$21,933	\$23,324	\$22,590	\$22,506
17-19		\$23,747	\$24,490	\$26,048	\$25,257	\$24,898
20-24		\$24,142	\$24,896	\$26,480	\$25,678	\$25,291
25+		\$24,548	\$25,315	\$26,927	\$26,111	\$25,717

PAY RANK 61

PAY RANK 62 SCHOOL BASED SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 63 DISTRICT SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 64 DISTRICT SECRETARY (10 months, 196 days, 8 hours per day)

PAY RANK 65 SCHOOL BASED SECRETARY (10 months, 196 days, 8 hours per day)

PAY RANK 66 PERSONAL ASSISTANT (10 months, 196 days, 7.5 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

STEP	RANK 67	RANK 68	RANK 69	RANK 70	RANK 71	RANK 72
	\$14,700	\$30,937	\$30,975	\$27,102	\$20,630	\$27,102
1	\$14,729	\$31,832	\$31,348	\$27,889	\$21,206	\$27,889
2	\$14,759	\$32,403	\$31,506	\$28,422	\$21,610	\$28,422
3	\$14,944	\$33,026	\$31,728	\$28,926	\$22,003	\$28,926
4	\$15,315	\$33,983	\$32,614	\$29,761	\$22,618	\$29,761
5	\$15,681	\$34,968	\$33,516	\$30,619	\$23,274	\$30,619
6	\$16,051	\$35,984	\$34,456	\$31,506	\$23,932	\$31,506
7	\$16,440	\$37,031	\$35,419	\$32,419	\$24,610	\$32,419
8	\$16,883	\$38,108	\$36,401	\$33,355	\$25,331	\$33,355
9	\$17,326	\$39,221	\$37,416	\$34,324	\$26,054	\$34,324
10	\$17,766	\$40,361	\$38,460	\$35,322	\$26,796	\$35,322
11	\$18,208	\$41,540	\$39,530	\$36,348	\$27,561	\$36,348
12	\$18,649	\$42,754	\$40,633	\$37,407	\$28,366	\$37,407
13	\$19,091	\$44,002	\$41,766	\$38,499	\$29,194	\$38,499
14	\$19,532	\$45,290	\$42,934	\$39,619	\$30,304	\$39,619
15	\$19,975	\$46,615	\$44,133	\$40,775	\$30,890	\$40,775
16	\$20,561	\$48,129	\$45,365	\$42,111	\$31,885	\$42,111
17-19	\$22,947	\$53,891	\$53,986	\$47,138	\$35,680	\$47,138
20-24	\$23,326	\$54,810	\$54,992	\$47,938	\$36,268	\$47,938
25+	\$23,718	\$55,753	\$55,938	\$48,761	\$36,886	\$48,761

PAY RANK 67 CLASSROOM TUTOR (10 months, 196 days, 7.5 hours per day)

PAY RANK 68 COMMUNITY EDUCATION FACILITATOR (12 months, 260 days, 8 hours per day)

PAY RANK 69 SCHOOL SECURITY OFFICER (10 months, 196 days, 7.5 hours per day)

PAY RANK 70 ESE JOB COACH (12 months, 260 days, 7.5 hours per day)

PAY RANK 71 CAREER EDUCATION JOB LAB MANAGER (10 months, 196 days, 7.5 hours per day)

PAY RANK 72 HOME LIAISON (11 months, 223 days, 7.5 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

STEP	RANK 72A	RANK 73	RANK 74	RANK 75	RANK 76	RANK 77
		\$22,015	\$20,880	\$11,263		
1		\$22,464	\$20,922	\$11,553		
2		\$22,707	\$20,964	\$11,743	\$14,072	
3		\$22,918	\$21,005	\$11,919	\$14,276	\$16,974
4		\$23,160	\$21,047	\$12,103	\$14,498	\$17,368
5		\$23,403	\$21,089	\$12,290	\$14,722	\$17,758
6		\$23,648	\$21,114	\$12,479	\$14,946	\$18,147
7		\$23,890	\$21,358	\$12,668	\$15,171	\$18,540
8		\$24,130	\$21,598	\$12,856	\$15,393	\$18,931
9		\$24,375	\$21,842	\$13,048	\$15,618	\$19,323
10		\$24,619	\$22,087	\$13,233	\$15,843	\$19,714
11		\$24,860	\$22,327	\$13,424	\$16,064	\$20,106
12		\$25,104	\$22,568	\$13,613	\$16,288	\$20,497
13		\$25,345	\$22,812	\$13,803	\$16,513	\$20,888
14		\$25,590	\$23,057	\$13,991	\$16,737	\$21,280
15		\$25,835	\$23,298	\$14,180	\$16,961	\$21,670
16		\$26,220	\$23,689	\$14,512	\$17,356	\$22,211
17-19		\$29,302	\$26,457	\$16,158	\$19,346	\$24,797
20-24		\$29,791	\$26,899	\$16,418	\$19,664	\$25,207
25+		\$30,296	\$27,353	\$16,689	\$19,991	\$25,632

PAY RANK 72A

PAY RANK 73 HEAD CUSTODIAN (12 months, 260 days, 8 hours per day)

PAY RANK 74 CUSTODIAN (12 months, 260 days, 8 hours per day)

PAY RANK 75 FOOD SERVICE WORKER (10 months, 185 days, 6 hours per day)

PAY RANK 76 FOOD SERVICE ASSISTANT MANAGER (10 months, 185 days, 7 hours per day)

PAY RANK 77 FOOD SERVICE MANAGER (10 months, 196 days, 7 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

	RANK 78	RANK 79	RANK 80	RANK 81	RANK 82	RANK 83
STEP						
	\$33,565	\$28,640	\$25,046	\$32,772	\$11,565	\$19,104
1	\$34,545	\$29,016	\$25,374	\$33,206	\$11,826	\$19,534
2	\$35,213	\$29,348	\$25,662	\$33,587	\$12,101	\$19,989
3	\$35,841	\$29,767	\$26,284	\$34,068	\$12,428	\$20,529
4	\$36,884	\$30,185	\$26,390	\$34,550	\$12,736	\$21,038
5	\$37,958	\$30,604	\$26,753	\$35,030	\$13,060	\$21,574
6	\$39,064	\$31,020	\$27,116	\$35,510	\$13,401	\$22,136
7	\$40,201	\$31,438	\$27,479	\$35,991	\$13,757	\$22,724
8	\$41,374	\$31,856	\$27,842	\$36,470	\$14,127	\$23,336
9	\$42,582	\$32,274	\$28,206	\$36,952	\$14,515	\$23,976
10	\$43,825	\$32,694	\$28,571	\$37,435	\$14,918	\$24,642
11	\$45,108	\$33,107	\$28,931	\$37,910	\$15,333	\$25,328
12	\$46,429	\$33,527	\$29,296	\$38,393	\$15,767	\$26,045
13	\$47,791	\$33,948	\$29,662	\$38,877	\$16,218	\$26,789
14	\$49,193	\$34,366	\$30,025	\$39,358	\$16,682	\$27,557
15	\$50,635	\$34,960	\$30,542	\$40,041	\$17,163	\$28,350
16	\$52,302	\$36,359	\$31,759	\$41,651	\$17,657	\$29,167
17-19	\$58,578	\$38,742	\$33,831	\$44,391	\$19,888	\$32,852
20-24	\$59,576	\$39,396	\$34,399	\$45,143	\$21,027	\$34,734
25+	\$60,602	\$40,069	\$34,985	\$45,917	\$21,379	\$35,315

PAY RANK 78 JTPA ADMINISTRATOR (12 months, 260 days, 8 hours per day)

PAY RANK 79 MECHANIC (A) (12 months, 260 days, 8 hours per day)

PAY RANK 80 MECHANIC (B) (12 months, 260 days, 8 hours per day)

PAY RANK 81 CHIEF MECHANIC (12 months, 260 days, 8 hours per day)

PAY RANK 82 BUS DRIVER (10 months, 180 days, 4.5 hours per day)

PAY RANK 83 TRANSPORTATION OPERATIONS SPECIALIST (11 months, 223 days, 6 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

	RANK 84	RANK 85	RANK 86	RANK 87	RANK 88	RANK 89
STEP						
	\$40,500	\$16,953	\$46,087			
1	\$41,900	\$17,348	\$46,587			
2	\$42,600	\$17,764	\$47,087			
3	\$43,300	\$18,260	\$47,587			
4	\$44,000	\$18,726	\$48,087			
5	\$44,700	\$19,217	\$48,587			
6	\$45,400	\$19,732	\$49,087			
7	\$46,100	\$20,272	\$49,587			
8	\$46,800	\$20,833	\$50,087			
9	\$47,500	\$21,419	\$50,587			
10	\$48,200	\$22,030	\$51,087			
11	\$48,900	\$22,658	\$51,587			
12	\$49,600	\$23,316	\$52,087			
13	\$50,300	\$23,998	\$52,587			
14	\$51,000	\$24,701	\$53,087			
15	\$51,700	\$25,429	\$53,587			
16	\$52,400	\$26,178	\$54,087			
17-19	\$53,100	\$29,555	\$54,587			
20-24	\$53,800	\$31,281	\$55,087			
25+	\$54,500	\$31,812	\$55,587			

PAY RANK 84 SHOP FOREMAN (12 months, 260 days, 8 hours per day)

PAY RANK 85 SCHOOL BUS DRIVER TRAINER (11 months, 223 days, 5.5 hours per day)

PAY RANK 86 IT SYSTEMS ENGINEER (12 months, 260 days, 8 hours per day)

PAY RANK 87

PAY RANK 88

PAY RANK 89

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

STEP	RANK 90	RANK 91	RANK 92	RANK 93	RANK 94	RANK 95
	\$9,177	\$37,124	\$37,124	\$28,712	\$26,218	\$24,457
1	\$9,192	\$37,727	\$37,727	\$28,712	\$26,218	\$24,961
2	\$9,389	\$37,968	\$37,968	\$28,712	\$26,746	\$25,466
3	\$9,573	\$38,153	\$38,153	\$28,712	\$26,746	\$25,970
4	\$9,797	\$38,395	\$38,395	\$29,269	\$27,273	\$26,474
5	\$10,032	\$38,641	\$38,641	\$29,269	\$27,800	\$26,978
6	\$10,257	\$38,884	\$38,884	\$29,269	\$28,327	\$27,483
7	\$10,491	\$39,125	\$39,125	\$29,826	\$28,855	\$27,986
8	\$10,766	\$39,368	\$39,368	\$30,381	\$29,381	\$28,490
9	\$11,043	\$39,612	\$39,612	\$30,938	\$29,908	\$28,996
10	\$11,304	\$39,854	\$39,854	\$31,493	\$30,436	\$29,500
11	\$11,568	\$40,097	\$40,097	\$32,049	\$30,963	\$30,004
12	\$11,856	\$40,339	\$40,339	\$32,605	\$31,489	\$30,508
13	\$12,119	\$40,583	\$40,583	\$33,161	\$32,017	\$30,508
14	\$12,381	\$40,827	\$40,827	\$33,716	\$32,544	\$30,508
15	\$12,656	\$41,067	\$41,067	\$34,272	\$33,072	\$30,508
16	\$13,076	\$41,528	\$41,528	\$34,828	\$33,072	\$30,508
17-19	\$14,544	\$46,482	\$46,482	\$37,968	\$35,480	\$32,724
20-24	\$14,778	\$47,270	\$47,270	\$38,565	\$35,480	\$32,724
25+	\$15,020	\$48,081	\$48,081	\$39,224	\$36,084	\$33,281

PAY RANK 90 SCHOOL BUS TUTOR (10 months, 180 days, 5 hours per day)

PAY RANK 91 SUPERVISOR TRADES, SUPERVISOR CUSTODIANS, PLANT MANAGER (12 months, 260 days, 8 hours per day)

PAY RANK 92 TECH SUPPORT MANAGER- MIS (12 months, 260 days, 8 hours per day)

PAY RANK 93 MAINTENANCE - SKILLED 1 (12 months, 260 days, 8 hours per day)

PAY RANK 94 MAINTENANCE - SKILLED 2 (12 months, 260 days, 8 hours per day)

PAY RANK 95 MAINTENANCE - SKILLED 3 (12 months, 260 days, 8 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

					NT 30	NT 31
	RANK	RANK	RANK	RANK	RANK	RANK
STEP	96	97	98	99	100	101
	\$27,900	\$23,128	\$12,850	\$14,135	\$15,420	\$16,705
1	\$28,409	\$23,577	\$13,140	\$14,454	\$15,768	\$17,082
2	\$28,652	\$23,819	\$13,445	\$14,790	\$16,135	\$17,479
3	\$28,852	\$24,031	\$13,809	\$15,190	\$16,571	\$17,952
4	\$29,094	\$24,272	\$14,151	\$15,566	\$16,981	\$18,396
5	\$29,339	\$24,516	\$14,512	\$15,963	\$17,414	\$18,865
6	\$29,583	\$24,761	\$14,890	\$16,379	\$17,868	\$19,357
7	\$29,823	\$25,002	\$15,285	\$16,814	\$18,342	\$19,871
8	\$30,066	\$25,242	\$15,697	\$17,267	\$18,836	\$20,406
9	\$30,311	\$25,487	\$16,127	\$17,740	\$19,353	\$20,966
10	\$30,550	\$25,731	\$16,575	\$18,233	\$19,890	\$21,548
11	\$30,797	\$25,973	\$17,037	\$18,740	\$20,444	\$22,148
12	\$31,039	\$26,216	\$17,519	\$19,271	\$21,023	\$22,775
13	\$31,282	\$26,458	\$18,020	\$19,822	\$21,623	\$23,425
14	\$31,558	\$26,703	\$18,536	\$20,389	\$22,243	\$24,097
15	\$31,838	\$26,948	\$19,070	\$20,976	\$22,883	\$24,790
16	\$32,261	\$27,333	\$19,619	\$21,581	\$23,543	\$25,505
17-19	\$36,080	\$30,425	\$22,098	\$24,307	\$26,517	\$28,727
20-24	\$36,687	\$30,914	\$23,364	\$25,700	\$28,036	\$30,373
25+	\$37,313	\$31,439	\$23,754	\$26,130	\$28,505	\$30,881

PAY RANK 96 MIS TECH SUPPORT (12 months, 260 days, 8 hours per day)

PAY RANK 97 COMPUTER RESOURCE TECHNICIAN (12 months, 260 days, 8 hours per day)

PAY RANK 98 BUS DRIVER (10 months, 180 days, 5 hours per day)

PAY RANK 99 BUS DRIVER (10 months, 180 days, 5.5 hours per day)

PAY RANK 100 BUS DRIVER (10 months, 180 days, 6 hours per day)

PAY RANK 101 BUS DRIVER (10 months, 180 days, 6.5 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board
Salary Schedule
FY 2018-19

	NT 32 RANK 102	NT 33 RANK 103	NT 34 RANK 104	NT 35 RANK 105	NX 36 RANK 106	NX 37 RANK 107
STEP						
	\$17,990	\$10,095	\$11,012	\$11,930	\$33,437	\$33,937
1	\$18,396	\$10,112	\$11,031	\$11,950	\$33,937	\$34,487
2	\$18,824	\$10,328	\$11,267	\$12,206	\$34,437	\$35,037
3	\$19,332	\$10,530	\$11,487	\$12,444	\$34,937	\$35,587
4	\$19,811	\$10,777	\$11,756	\$12,736	\$35,437	\$36,137
5	\$20,316	\$11,036	\$12,039	\$13,042	\$35,937	\$36,687
6	\$20,846	\$11,283	\$12,308	\$13,334	\$36,437	\$37,237
7	\$21,399	\$11,540	\$12,589	\$13,638	\$36,937	\$37,787
8	\$21,976	\$11,843	\$12,919	\$13,996	\$37,437	\$38,337
9	\$22,578	\$12,147	\$13,251	\$14,355	\$37,937	\$38,887
10	\$23,205	\$12,435	\$13,565	\$14,696	\$38,437	\$39,437
11	\$23,851	\$12,724	\$13,881	\$15,038	\$38,937	\$39,987
12	\$24,527	\$13,042	\$14,227	\$15,413	\$39,437	\$40,537
13	\$25,227	\$13,331	\$14,543	\$15,755	\$39,937	\$41,087
14	\$25,950	\$13,619	\$14,857	\$16,095	\$40,437	\$41,637
15	\$26,697	\$13,922	\$15,187	\$16,453	\$40,937	\$42,187
16	\$27,467	\$14,384	\$15,691	\$16,999	\$41,437	\$42,737
17-19	\$30,937	\$15,998	\$17,452	\$18,907	\$41,937	\$43,287
20-24	\$32,709	\$16,256	\$17,734	\$19,211	\$42,437	\$43,837
25+	\$33,256	\$16,522	\$18,024	\$19,526	\$42,937	\$44,387

PAY RANK 102 BUS DRIVER (10 months, 180 days, 7 hours per day)

PAY RANK 103 SCHOOL BUS TUTOR (10 months, 180 days, 5.5 hours per day)

PAY RANK 104 SCHOOL BUS TUTOR (10 months, 180 days, 6 hours per day)

PAY RANK 105 SCHOOL BUS TUTOR (10 months, 180 days, 6.5 hours per day)

PAY RANK 106 IT TECH SUPPORT II (12 months, 260 days, 8 hours per day)

PAY RANK 107 CERTIFIED OCCUPATIONAL THERAPY ASST. (10 months, 196 days, 7.5 hours per day)

BENEFITS:

1) **INSURANCE:** The Board contributes an average of \$9,606 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

Bonus: Award a bonus so that step value plus bonus is at least \$400. If step value is \$400 or more, no bonus.

Hardee County School Board Supplement Schedule

Based on Step 4 of Pay Rank 13

Administrative Supplements

			<i>Index</i>
\$3,313	1	School Board Negotiator	0.0808
\$1,656	2	School Board Assistant Negotiator	0.0404

Hardee Senior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$6,732	1	Athletic Director	0.1642
\$3,165	2	Assistant Athletic Director	0.0772
\$3,165	1	Assistant Athletic Director- reimbursed by athletic dept.	0.0772
\$6,130	1	Band Director	0.1495
BASEBALL			
\$2,341	1	Assistant Varsity	0.0571
\$4,055	1	Head Varsity	0.0989
\$2,423	2	Junior Varsity	0.0591
BASKETBALL			
\$3,087	1	Assistant Varsity Boys	0.0753
\$4,473	1	Head Varsity Boys	0.1091
\$3,087	1	Assistant Varsity Girls	0.0753
\$4,473	1	Head Varsity Girls	0.1091
\$2,706	1	Junior Varsity Boys	0.0660
\$2,706	1	Junior Varsity Girls	0.0660
CROSS COUNTRY			
\$2,464	1	Head Boys and Girls	0.0601
FOOTBALL			
\$3,489	4	Assistant Varsity	0.0851
\$6,827	1	Head Varsity	0.1665
\$3,194	3	Junior Varsity	0.0779
GOLF			
\$2,464	1	Head Boys	0.0601
\$2,464	1	Head Girls	0.0601
SOCCER			
\$3,665	1	Head Varsity Boys	0.0894
\$3,665	1	Head Varsity Girls	0.0894
\$2,341	1	Assistant Varsity Boys	0.0571
\$2,341	1	Assistant Varsity Girls	0.0571
\$2,423	1	Junior Varsity Boys	0.0591
\$2,423	1	Junior Varsity Girls	0.0591
SOFTBALL			
\$2,341	1	Assistant Varsity Girls	0.0571
\$4,055	1	Head Varsity Girls	0.0989
\$2,423	2	Junior Varsity	0.0591
SWIMMING			
\$2,341	1	Assistant Varsity Boys and Girls	0.0571
\$3,665	1	Head Varsity Boys and Girls	0.0894

Hardee County School Board Supplement Schedule

Based on Step 4 of Pay Rank 13

TENNIS			
\$2,464	1	Head Varsity Girls	0.0601
\$2,464	1	Head Varsity Boys	0.0601
TRACK			
\$3,665	1	Head Varsity Girls	0.0894
\$3,665	1	Head Varsity Boys	0.0894
\$2,341	1	Assistant Varsity Girls	0.0571
\$2,341	1	Assistant Varsity Boys	0.0571
VOLLEYBALL			
\$3,665	1	Head Varsity Girls	0.0894
\$2,423	1	Junior Varsity Girls	0.0591
WEIGHTLIFTING			
\$2,341	1	Head Varsity Girls	0.0571
\$2,341	1	Head Varsity Boys	0.0571
\$1,251	8	Interdisciplinary Team Leaders	0.0305
\$1,251	1	Testing Coordinator	0.0305

Hardee Senior High School

CLUB/ACTIVITY SPONSORS			
<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$1,677	1	Academic Tournament	0.0409
\$910	1	American Sign Language	0.0222
\$2,690	1	Assistant Band Director	0.0656
\$910	1	Assistant National Honor Society	0.0222
\$910	1	Culinary Arts Club	0.0222
\$661	1	Chess Club	0.0161
\$910	1	Drama	0.0222
\$1,152	1	FBLA	0.0281
\$1,476	1	FFA Secretary- will be reimbursed by Sr. High FFA	0.0360
\$910	1	Freshman Class	0.0222
\$1,152	1	HOSA	0.0281
\$910	1	Junior Varsity Academic Tournament	0.0222
\$2,136	1	Junior Varsity Cheerleader	0.0521
\$2,001	5	Junior-Senior Sponsor	0.0488
\$1,005	1	National Honor Society	0.0245
\$1,677	1	Non-Commissioned Officer	0.0409
\$2,136	1	Performing Guard Sponsor	0.0521
\$3,087	1	ROTC Officer	0.0753
\$879	1	Senior Play	0.0215
\$910	1	Sophomore Class	0.0222
\$1,545.20	2	STEM Sponsor (for <u>2018-19</u> , funded by Mosaic)	
\$1,579	1	Student Council	0.0385
\$1,558	1	Student Newspaper	0.0380

Hardee County School Board Supplement Schedule

Based on Step 4 of Pay Rank 13

\$3,153	1	Varsity Cheerleader	0.0769
\$1,845	1	Yearbook	0.0450

OTHER PERSONNEL SUPPLEMENTS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
		One person per grade K-5, per school site	
\$1,251	31	Elementary Grade Group Chairperson (6 per elementary plus 1 for Pre-K at WES)	0.0305
\$828	5	Elementary Yearbook Sponsors	0.0202
\$1,292	7	Peer Teacher	0.0315

Hardee Junior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$2,866	1	Athletic Director	0.0699
\$1,146	1	Assistant Athletic Director	0.0279
\$2,841	1	Band Director	0.0693
BASKETBALL			
\$1,337	1	Assistant-Boys	0.0326
\$1,759	1	Head-Boys	0.0429
\$1,337	1	Assistant-Girls	0.0326
\$1,759	1	Head-Girls	0.0429
FOOTBALL			
\$1,734	2	Assistant	0.0423
\$2,862	1	Head	0.0698
SOFTBALL			
\$1,337	1	Assistant-Girls	0.0326
\$1,669	1	Head-Girls	0.0407
VOLLEYBALL			
\$1,669	1	Head-Girls	0.0407
\$1,337	1	Assistant- Girls	0.0326
CLUB/ACTIVITY SPONSOR			
\$984	1	Art Club	0.0240
\$1,484	1	Cheerleader	0.0362
\$910	1	Flag Corp	0.0222
\$1,251	6	Grade Group Chairperson	0.0305
\$910	1	Majorette	0.0222
\$910	1	National Junior Honor Society	0.0222
\$3,108	1	Principal of two schools (total FTE > 1,400)	0.0758
\$1,337	1	School Production Supervisor	0.0326
\$1,579	1	Student Council	0.0385
\$910	1	Student Newspaper	0.0222
\$1,337	1	Yearbook	0.0326

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

ELECTED OFFICIALS

The salary of Board members and the Superintendent are established by use of information provided by the State and based upon the population of the county. Under Florida Statute 1001.47, a locally established factor may be added into the Superintendent's salary as well as the state requirement of \$2,000 for state certification as a Superintendent.

Section 1001.395, Florida Statutes, provides that District school board member salaries shall be based on the population of the county the District school board member serves. Florida Attorney General Opinion 79-87 provides that salary adjustments of school district officers take effect on July 1, the beginning of the fiscal year.

Hardee County School Board members shall receive all appropriate benefits afforded to all full-time Hardee County School Board employees, as identified in the Board adopted salary schedule.

Superintendent	\$104,756
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Board Member	\$ 27,726
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BENEFITS: 1) INSURANCE: Up to \$9,606 toward the Board approved insurance program for elected officials.
2) FLORIDA RETIREMENT SYSTEM
3) SOCIAL SECURITY

PAY RANKS 1-12 ARE ADMINISTRATIVE SALARIES

NOTE:

1. Up to three years administrative experience may be rewarded for teaching or related field experience.
2. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of seventeen years. A maximum of ten years will be granted for out-of-state administrative experience.

**HARDEE COUNTY SCHOOL BOARD
2018-19 SALARY SCHEDULE**

SUBSTITUTE TEACHERS

NON-CONTRACT, AS NEEDED, AT-WILL EMPLOYMENT

(District Certification Required)

Rank III, Bachelors Degree or higher from an accredited institution.
\$82.50 per day or \$11.00 per hour

Associate Degree (2 year) in a planned program from an accredited institution.
\$75.00 per day or \$10.00 per hour

High School Diploma from an accredited institution
\$67.50 per day or \$9.00 per hour

SHORT-TERM CONTRACT

A substitute teacher may be granted a short-term contract by the Hardee County School Board upon recommendation of the Superintendent, under certain conditions:

1. The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
2. The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
3. The substitute will be paid \$16 per hour or \$120 per day.
4. The substitute is not eligible for health insurance. After six months in the same position, the substitute teacher on short-term contract is eligible for retirement benefits.

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

PROBATIONARY PERIOD: A probationary period, specified in Article 9 of the Master Educational Support Professionals Master Contract, is required for each non-certified/non-instructional employee upon initial appointment or promotion to a new position. In the event the employee does not satisfactorily complete this probationary period, he/she may be separated from service. In the case of promotion that results in an unsatisfactory probationary period, the employee may be considered for re-employment in the class or comparable position from which he/she was promoted.

HIRING RATE: The first step (step 0) of each pay grade shall be considered the normal hiring rate for non-instructional employees.

PROMOTIONS: When an employee is promoted to a different pay grade, the employee will receive a pay increase pursuant to Article 14 of the Educational Support Professionals Master Contract.

READING ENDORSEMENT BONUS: Teachers completing and receiving the Reading Endorsement on the teacher's professional certificate shall receive a one-time bonus of \$1,000 provided that the teacher completed the coursework and received the reading endorsement while employed by the District.

CELL PHONE BENEFIT: Eligible employees designated by the Superintendent shall receive \$17.50 per pay check as a cell phone benefit.

ROTC INSTRUCTORS: ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 12 months, or at the appropriate step of a 12-month teacher pay rank (based on degree and verified teaching experience), whichever is greater.

WELLNESS BONUSES: To the extent of Aetna "wellness" funding but not later than September 30, 2019, the District will pay the following wellness bonuses to eligible employees after verification from Aetna, WellSteps and/or Albritton Insurance:

- Online health assessment on or before January 31, 2019 \$120
- Online health assessment in February 2019 and later \$ 60
- Bioscreening on or before January 31, 2019 \$120
- Bioscreening in February 2019 \$100
- Bioscreening in March 2019 \$ 80
- Bioscreening in April 2019 and later \$ 60
- Employee points to gold level \$360
- Employee or spouse points to silver level \$120
- Employee or spouse points to bronze level \$ 60

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

DIFFERENTIATED PAY: In accordance with Florida Statute 1012.22, the Hardee County School District shall provide differentiated pay supplements for both instructional personnel and school administrators based on District-determined factors including, but not limited to, additional responsibilities, school demographics, critical shortage areas and level of job performance difficulties.

- A. Additional responsibilities: This factor is already addressed in the Salary Schedule for 2018-19 in supplements for athletic coaches, club/ activity sponsors, other personnel activities, etc. Supplements are paid to instructional staff who are vocational agriculture teachers, guidance counselors, speech therapists and ESE Annex teachers. Salaries for school administrators at the high school, junior high school and elementary schools differ by grade level.
- B. School demographics: In the event that the elementary school with the highest percentage of children from low income families on the latest Public School Eligibility Survey is at least 30 percentage points higher than the elementary school with the second highest percentage, instructional staff and school administrators at the elementary school with the highest percentage will receive a \$200 supplement.
- C. Critical shortage areas/ level of job performance difficulties: Instructional staff who teach the following classes will receive a \$125 supplement per class per semester:
 - 1. "Higher level" math at Hardee Sr. High as specified by principal including, but not limited to, Algebra II, Advanced Topics in Math, Pre-Calculus, Calculus
 - 2. Algebra I at Hardee Junior High School
 - 3. "Higher level" science at Hardee Sr. High as specified by principal including, but not limited to, Chemistry, Physics, Anatomy & Physiology, Forensic Science
 - 4. Intensive Reading taught by instructional staff at Hardee Sr. High, Hardee Jr. High and Pioneer Career Academy.
 - 5. Advanced Placement- any AP class at Hardee Sr. High
 - 6. Dual Enrollment- any DE class taught on campus by a Hardee Senior High teacher
- D. Critical shortage areas/ level of job performance difficulties: Each teacher responsible for writing IEPs for 25 or more students shall receive an annual differential pay supplement of \$200 per the following conditions:
 - 1. Only initial and annual IEPs shall count toward the number of IEPs in any given year; and
 - 2. Only teachers receiving no other related supplement, e.g. a speech pathologist or annex teacher supplement, are eligible for this supplement.
- E. If supplements for school demographics and critical shortage areas/ level of job performance difficulties total more than \$20,000, supplements will be prorated to total \$20,000 gross pay.

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

FAIR LABOR STANDARDS ACT (FLSA): It is not the intent of the Hardee County School District to authorize nor to permit work beyond a regular 40-hour work week. If an exception becomes necessary, advance authorization from the Superintendent of Schools may be given for any employee of the school district to work beyond 40 hours per week. This shall apply to required duty time and to employee volunteered time.

Through agreement with the supervisor, work beyond the 40 hour work week which has been properly authorized, as mentioned above, will be compensated with time off during the pay period or monetarily at a rate of time and one-half for each unit of time worked in excess of the regular 40 hour work week.

NOTE

The following is applicable to Food Service Employees:

Managers with more than one (1) serving line will be paid \$.23 per hour more for each additional line.

Substitutes will be paid at minimum wage.

ADDITIONAL DUTIES: Food Service Employees working at functions other than their regular duties will be compensated at their regular rate of pay as indicated by the salary schedule. All salaries shall be paid by the School Board payroll office and total reimbursement secured from the sponsoring organization. Reimbursement shall include gross salary and employee benefits (retirement, social security and workers' compensation).

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

TRANSPORTATION SUBSTITUTE

DRIVERS \$38.50 per day or \$8.55 per hour

TUTORS: Minimum wage per hour

INSERVICE TRAINING

Minimum wage per hour for hours beyond normal daily requirement for employment.
Insurance, leave, and other benefits are not applicable to substitutes.

EXTRA BUS TRIPS

If a trip is canceled after a driver reports to duty, the driver shall be paid \$13.00. If the cancellation causes him/her to miss his/her regularly assigned driving route, he/she shall be paid his/her regularly assigned driving wage.

In-County trip driver's salary shall be regular hourly rate. An in-county trip is any trip that originates within Hardee County and remains within Hardee County.

Out-of-County trip driver's salary shall be regular hourly rate. An out-of-county trip is any trip that originates within Hardee County and travels outside of Hardee County or any trip that originates outside of Hardee County.

Time will be calculated from the time the bus is picked up at the bus garage until the bus is returned to the bus garage and cleaned. All out-of-county trips will have a guaranteed three- (3) hour minimum. All in county trips will have a guaranteed two- (2) hour minimum. All coaches who drive athletic events after school hours will receive minimum wage per hour for actual driving time if they drive a school bus.

Overnight and weekend trip rates will not be negotiated between the Driver, Sponsor, and Director of Transportation without expressed written consent of the PERC designated bargaining agent.

The driver shall be responsible for his/her meal(s) on all trips.

Employees of the School Board of Hardee County must take personal leave without pay from regular duties in order to be paid for driving extra trips.

All salaries, including negotiated fees, will be paid to drivers by the School Board payroll office and reimbursement secured from sponsoring organizations. Reimbursement will include gross salary, employee benefits (retirement and social security), for use of bus by non-school activity sponsors.

All miscellaneous trip expenses (reimbursement not to exceed State guidelines), such as tolls, fees, parking fees, etc. incurred by the driver will be-reimbursed by the sponsoring organization.

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

The Hardee County District School Board provides supplement payments to recommended and approved employees to compensate for additional duties and responsibilities.

GENERAL INFORMATION

1. Recommendations for supplement positions shall be made by the supervising principal or the acting supervisor of the employee.
2. Recommendations must be approved by the Superintendent and the School Board.
3. Unless otherwise stated, supplements are based on a 196 day school year, and will be pro-rated as appropriate. (NOTE: Varsity Football supplements Fall/Spring seasons will be valued at 3/4 and 1/4 respectively.)
4. Supplements to instructional staff and to administrators for advanced degrees are paid semi-monthly. Supplements paid to instructional staff for vocational agriculture, guidance counselor, speech therapist and annex (TMH/PMH) are indexed to step 10 for a teacher (pay rank 13) and paid semi-monthly.
5. All other supplements are indexed to step 4 for a teacher (pay rank 13) and paid semi-annually.

HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

EDUCATIONAL INCENTIVE EDUCATIONAL SUPPORT PROFESSIONALS

Non-instructional, full-time employees, who have earned two or more years of college credit from an accredited institution, will be eligible for this supplement. The candidate must have entered an upper-level institution and declared a major in education. A minimum of six (6) semester hours must be satisfactorily completed with a grade of C or above, each fiscal year. Documentation of credit earned (certified transcript) and continuing education status must be submitted to the Personnel Department for verification prior to the payment of the supplement. After the above criteria are met, the Personnel Department will forward an authorization for payment of an amount of \$125.00 per month of employment, not to exceed \$ **1,250 per fiscal year**.

All educational support professionals who have received an Associate of Arts/Science degree or the university equivalent of sixty (60) semester hours, or a Bachelor of Arts/Science degree from an accredited college or university or who has received certification and maintains a current license as an electrical journeyman will receive a **three percent (3%)** increase on the employee's base salary. All educational support professionals, upon successful completion of the ParaPro test, will receive a **two percent (2%)** increase on the employee's base salary. Payment will be contingent upon the proper documentation and payment will be disbursed on the regular pay periods.

All educational support professionals who obtain and maintain certification in the following areas will receive a **one percent (1%)** increase on the employee's base salary. Payment shall not exceed two (2) certifications and will be contingent upon the proper verification of certification. Pay may be retroactive to the date of certification or the beginning of the current fiscal year, whichever is later. Payment will be disbursed on the regular pay periods if certifications are required by the job in the position currently held. The certification areas are:

- a. American School Food Service Association
- b. Culinary Arts from an approved Food Service Program
- c. Child Development Associate (CDA)
- d. Pesticide
- e. Safety, Casualty and Sanitation Inspector
- f. Automotive Standard of Excellence Certification
- g. Florida Association of Pupil Transportation Vehicle Service Technician
- h. Certified Nursing Assistant
- i. Asbestos Certification
- j. General Secretarial Specialist College Credit Certificate
- k. Advanced Network Administration Certification (Novell CNA, Microsoft MCP, Cisco CCNA, Linux Network Certification)

OTHER COMPENSATIONS

Hardee County School Board employees who are required by the Administration to attend or participate in various professional or temporary duty activities that occur other than normal duty days shall be entitled to salary compensation up to their current daily pay rate as negotiated with immediate administrative supervisor.

HARDEE COUNTY SCHOOL BOARD
2018-19 SALARY SCHEDULE

*TEMPORARY and PART-TIME EMPLOYEES-AT WILL EMPLOYEES

ADULT/COMMUNITY EDUCATION PROGRAM

Part-time Certified Teachers	Rank III	\$13.66 per hour
	Rank II	\$14.70 per hour
Part-time Non-certified Teachers		\$12.60 per hour
Part-Time Adult Education Tutors		minimum wage
Computer Lab Manager		minimum wage
Pool Supervisor		\$ 8.61 per hour
Lifeguards		minimum wage

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The following are paid minimum wage per hour or as specified in contract:

Part-Time: Secretarial, Clerical, Tutors
Substitutes: Food Service, Secretarial, Clerical, Tutors
Summer Maintenance Workers
Temporary Painters
Work Study Students
On-the-Job-Training Students
Behind-the-Wheel Bus Driver Trainee

CDL Test Administrator	\$25.00 per hour
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Information Technology Department

Temporary Systems Analyst	\$22.00 per hour
Temporary Technical Support Manager	\$17.50 per hour
Temporary MIS Tech Support 2	\$16.00 per hour
Temporary MIS Tech Support 1	\$13.00 per hour
Temporary Computer Resource Tech	\$11.00 per hour

Part-time employees are defined as persons who work 30 hours or less per week and/or are assigned to a temporary position and may or may not be on a regular basis. ESPs on pay ranks 51-107 are not considered part-time employees.

Temporary employees are defined as persons who work less than 30 days in the same position.

Temporary and Part-time employees receive no insurance, holiday, or leave (sick or annual) leave benefits.

HARDEE COUNTY SCHOOL BOARD
2018-19 SALARY SCHEDULE
PERFORMANCE PAY

Section 1012.22 of the Florida School Code requires the District to have and to budget for a performance-based pay plan that is based on an employee's performance appraisal. This performance pay requirement relates to instructional personnel and school administrators.

The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan provides that the District Teacher of the Year and the District ESP of the Year will each receive a bonus in the amount of 5% of the employee's base salary. There will be only one (1) District Teacher of the Year and one (1) District ESP of the Year selected annually. The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan specifies the application/nomination process, eligibility criteria, school site selection process, and District selection process.

The District's school administrator performance pay plan provides the following:

- If a school is graded an A by the Florida Department of Education (FDOE), that school's administrators (principal and assistant principal) will each receive a bonus in the amount of 5% of the administrator's salary.
- If a school is graded a B by the FDOE, that school's administrators will each receive a bonus in the amount of 3% of the administrator's salary.
- If a school improves two or more letter grades, that school's administrators will each receive an additional bonus of 1% of the administrator's salary.

Hardee School Board

Insurance Premiums and Contributions

For 2018-19 Salary Schedule

provider	type	note	coverage	monthly premium effective 10/1/18	employee PR deduction	employee deduction monthly	premium paid by School Board monthly	% paid by employee
Aetna	medical	traditional 3361	employee	\$730.38	\$30.00	\$60.00	\$670.38	8%
Aetna	medical	traditional 3361	emp + spouse	\$1,511.85	\$260.00	\$520.00	\$991.85	34%
Aetna	medical	traditional 3361	emp + child	\$1,373.07	\$159.00	\$318.00	\$1,055.07	23%
Aetna	medical	traditional 3361	family	\$2,318.89	\$321.00	\$642.00	\$1,676.89	28%
Aetna	medical	H.SA A 518X	employee	\$655.93	\$30.00	\$60.00	\$595.93	9%
Aetna	medical	H.SA A 518X	emp + spouse	\$1,191.95	\$250.00	\$500.00	\$691.95	42%
Aetna	medical	H.SA A 518X	emp + child	\$1,082.53	\$151.00	\$302.00	\$780.53	28%
Aetna	medical	H.SA A 518X	family	\$1,828.20	\$307.00	\$614.00	\$1,214.20	34%
Aetna	medical	H.SA B 519X	employee	\$584.34	\$4.00	\$8.00	\$576.34	1%
Aetna	medical	H.SA B 519X	emp + spouse	\$1,123.65	\$197.00	\$394.00	\$729.65	35%
Aetna	medical	H.SA B 519X	emp + child	\$868.89	\$122.00	\$244.00	\$624.89	28%
Aetna	medical	H.SA B 519X	family	\$1,473.09	\$232.00	\$464.00	\$1,009.09	31%
PayFlex	H.SA card contribution	H.SA A and B	employee	\$50.00	\$0.00	\$0.00	\$50.00	0%
PayFlex	H.SA card contribution	H.SA A and B	employee + dependents	\$100.00	\$0.00	\$0.00	\$100.00	0%
TASC	flex			\$100.00	\$0.00	\$0.00	\$100.00	0%